



DEPARTMENT OF THE ARMY
UNITED STATES ARMY GARRISON VICENZA
UNIT 31401, BOX 41
APO AE 09630

IMEU-VIC-EO

21 OCT 2008

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: U. S. Army Garrison Vicenza Policy Memorandum 08-39, Equal Opportunity, Prevention of Sexual Harassment (POSH)

1. The policy of this command is to provide an environment free of sexual harassment for all personnel. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors and other verbal, non-verbal or physical conduct of a sexual nature when any of the following occurs:

a. Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person, pay or career.

b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting the person.

c. Such conduct interferes with an individual's performance or creates an intimidating, hostile or offensive environment.

2. Any supervisor who uses implicit or explicit sexual behavior to control, influence or affect the career, pay or environment of a Military member or employee is engaging in sexual harassment. Similarly, any Military member or employee who makes deliberate or repeated unsolicited verbal comments, gestures or physical contact of a sexual nature is also engaging in sexual harassment. Supervisors have a responsibility to be aware of the environment they control, to clearly convey this policy and to hold their personnel accountable for continuing instances of sexual harassment.

3. I am committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. In achieving this, we maintain America's Army as an effective force, trained and ready to fight and win. I expect the commitment of everyone to establish and maintain a work and duty environment free of sexual harassment for all personnel, whether Civilian or Military. I expect everyone to do what is legally and morally right. Sexual harassment will not be tolerated in the Headquarters, U.S. Army Garrison Community.

4. Individuals who perceive that supervisors, superiors, co-workers or peers are sexually harassing them should make it clear that such behavior is offensive and report the harassment to an appropriate authority or office. If you encounter a situation of a sexual nature that is

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undesirable, immediately report it to your chain of command. If the chain of command does not resolve the problem or you are not at ease with bringing it to them, complaints of sexual harassment may be filed with the Equal Opportunity (EO) office for those on active duty or with the Equal Employment Office (EEO) office for Civilians.

5. It is the responsibility of every leader, Military and Civilians, to examine allegations of sexual harassment and take action swiftly, fairly and effectively. In addition, Soldiers, Civilians and family members filing EO/sexual harassment complaints will be protected from acts or threats of reprisal.

6. This policy memorandum supersedes U.S. Army Garrison Vicenza Policy Memorandum 06-24, Equal Opportunity, Prevention of Sexual Harassment (POSH) dated 16 September 2005.

7. For further information on any EO matter, please contact the Headquarters, U.S. Army Garrison Vicenza EO office at 634-7914 or the Civilian Equal Employment Opportunity Office at 634-7976.


ERIK O. DAIGA
COL, MI
Commanding

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